



## **Whippersnappers Counselor-in-Training (CIT) Program**

### ***Description***

The Counselor-in-Training (CIT) Program is a volunteer position that provides 14-15 year olds with the opportunity to acquire professional work experience and leadership skills through our summer day camp program. Our program helps with leadership development and it is an educational opportunity to gain experience and knowledge in the day camp setting. We aim for the growth of future leaders and strive to help mold CIT participants into future outstanding camp counselors.

### ***Responsibilities with Campers***

The CIT's will be subject to the same code of behavior and policies as regular program staff and will participate in all aspects of camp life. Under the supervision of a staff counselor they will:

- work with the camp administrative staff to learn the basics of child development, camp programming, supervision procedures and camp policies, etc.
- make the camp a fun place to be, helping to devise and plan games and activities. CIT's will work with staff to develop and co-lead activities or games.
- will participate in structured and unstructured activities with campers.
- assist with cleaning, meals and facilitating bathroom breaks.
- provide a safe and supportive atmosphere for campers.
- help campers resolve conflicts.
- will have a positive, upbeat and can-do attitude!

### ***Notes***

- CITs will always work directly with a Counselor and/or camp administrative staff.
- CITs are not permitted to supervise campers alone or to implement disciplinary action towards any campers.
- CITs must have camp enrollment forms completed and a current physical on file here. If a CIT requires medication to be taken while here, we will also need a medication authorization form.
- This program will be limited on a first come basis. All CITs must be able to commit to at least one full week of half days (either 8a-12p or 12p-4p). CIT schedules will be dependent on number of campers enrolled and staffing ratios.

### ***How to become a CIT***

The age requirement for a CIT is minimum 14 years old per state regulations.

Applicants must fill out a CIT job application (below) and return it to Whippersnappers with two reference forms attached. *The reference forms cannot be written by an immediate family member.*

They will be required to interview for the CIT position. The experience will be similar to a job interview.

After the interview, successful candidates will be contacted to discuss next steps and scheduling.



**Current planned summer time off:**

*Please specify if there are any dates throughout the summer that you will not be available*

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**When you'd like to attend:**

*Please specify the top 3 weeks you prefer to attend and rank in order with 1 being most preferred*

1.

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2.

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3.

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**References:**

*List two people who are not related to you that have knowledge of your character, experience and ability. All references MUST complete the attached reference form.*

Name	Relationship	Phone Number	Email

**Questionnaire:**

*Please answer the following questions on a separate sheet of paper neatly and to the best of your ability.*

1. Why are you interested in becoming a CIT for our day camp?
2. Describe yourself in three words.
3. List any strengths you think you have that will help you in the CIT program.
4. What is one weakness you have and a) what do you do to compensate for the weakness in your regular life and b) how do you try to improve this trait?

**Participant Agreement**

I, \_\_\_\_\_, the Parent/Guardian of \_\_\_\_\_, approve this application and certify that the CIT is capable of participating in all activities to the best of their ability.

Parent Signature:	Date:
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**Counselor in Training (CIT) Reference Form**  
**Whippersnappers Day Camp**

*Please have each of your listed references complete this form and submit with your general application.*

**Applicant Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Reference Name:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_ **Email:** \_\_\_\_\_

**Relationship to Applicant:** \_\_\_\_\_

How long have you known the Applicant?

How would you describe this applicant's personality, character traits?

What are this applicant's strengths and weaknesses?

Describe a time when the candidate assumed a leadership role

How does he or she respond to supervision?

Are you aware of any problems that the applicant may have had which might interfere with his or her ability to perform this job?

Is there anything else you would like to add about this applicant?

<b>Signature:</b> _____	<b>Date:</b> _____
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**Applicant Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Reference Name:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_ **Email:** \_\_\_\_\_

**Relationship to Applicant:** \_\_\_\_\_

How long have you known the Applicant?

How would you describe this applicant's personality, character traits?

What are this applicant's strengths and weaknesses?

Describe a time when the candidate assumed a leadership role

How does he or she respond to supervision?

Are you aware of any problems that the applicant may have had which might interfere with his or her ability to perform this job?

Is there anything else you would like to add about this applicant?

Signature:

Date: